



Buckle Up!

Together, we are for the strength of women, for the strength of Africa

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Buckle Up and Ride in this journey of adapting to the Covid-19 Pandemic. In such an era, our course of growing advocacies, trainings and uniting with allies across the nation and the globe who have the belief that protecting the rights of women and reducing their economic disruption and vulnerability is aboard. It is still at the core of creating a just and equitable world. Our work is a journey that does not end. It requires all of our participation to drive innovation and realize ambitious goals—from forging an adaptable and robust women-inclusive economy to safeguarding households and the community. Person by person, in coalitions and in communities all across our great country, we continue to build back our grassroots impact and transformational change.

Together, we can adapt and become powerful. Together, we are resilient. Together, we are for the strength of women, for the strength of Africa.



WOMEN'S EMPOWERMENT LINK

Mission Statement: To advance women and girl's social, economic and civic rights.

Vision: Having a world in which women and girls realize and embrace their rights.

We invest in empowering women and girls to realize their full potential, worth and strength politically, socially and economically through advocating for their human and social justice rights. WEL recognizes that the survival of women and their communities is increasingly challenged by economic dependency, illiteracy, gender inequalities & marginalization, HIV/AIDS, Sexual & Gender Based Violence (SGBV), conflict, insensitive laws and policies.

Founded in 2007, we are a non-profit, nonpartisan, non-governmental women rights organization governed by an independent board of directors.

Core values

Social Inclusion

We are dedicated to enabling a sense of belonging and respect for women and girls; we promote access to assets and opportunities for them.

Solidarity

We commit to stand with and support women to realize their full potential and social justice.

Integrity

We jointly and individually uphold ourselves to the highest ethical standards of behavior.

Professionalism

We are committed to giving competent services and assuring quality standards are maintained

Teamwork

We exercise shared responsibilities and mutual collaboration towards our common ambition; in so doing, we are guided by shared values and being altogether complementary.

EXECUTIVE

NOTE

2021 was a year of reckoning.

WEL advances to counter the bumpy ride strongly and boldly.

No one could have fully prepared for the events of 2020-2021. Living with and through the pandemic has proven rough, but this is the case everywhere. Rather than sit back and wait, WEL continues to focus on adaptability and learning in order to be accountable for women's rights and gender equality in Kenya as we have been. We know that transforming women's social, economic and political circumstances requires sustained change across many fronts and Covid-19 is just a test of time. It is clear that our work is needed now even more than ever. This is why our fight and work to tackle the interrelated issues of power, leadership, social-economic and gender-based violence remains unwavering.

Our program partnerships are our heartland. For over a decade now, we have been advancing women's rights and building the collective impact of women's organizations in Kenya. Our relationships and partnerships are now inter-generational. We are proud of partnerships with County governments that have created a mechanism that enables women's civil and political leadership and recognize the strength that comes from within to tackle and overcome current changes and challenges with shared philosophy, vision and trust.

Our design and research were revamped to demonstrate and widen our gender expertise and capacity to inform, influence and generate action. We are deeply proud to which we mandated a Monitoring and Evaluation Department to also capture design, learnings and accountability as well as monitor and mitigate risks and make it possible for gender-sensitive and current solutions. Our investment in advocacy and exchange is advancing gender responsive policy dialogues. WEL continues to argue for inclusive economies that make visible and value women's work, whether paid or unpaid, in the formal or informal sector.

Beyond the pandemic and dealing with its effects and affects, it has been a year of critical engagement with new actors in development. We have ensured that women's rights and gender equality stay on the agenda. From this vantage point we know 2021 will be a vital year. We continue to argue for inclusive economies that make visible and value women's work, throughout our initiative programs. In this dynamic setting, WEL has had a year of learning and adapting while it still remains clear on the transformative approach for women's rights.

We extend our gratitude to all our partners, colleagues and collaborators. Thank you so much to the women of Kenya, including our Board, and Leadership team, staff, volunteers and Gender Associates for your engagement, respect, expertise, advice and support. Finally, thanks to our donors and long-term supporters. Your generosity and loyalty make our journey possible.



Executive Director

Virginia Nduta



Board Chair- Mrs. Grace Mbugua

Executive Director – Ms. Virginia Nduta




Board of Directors Chairperson

Jael Amara

Ending violence against women and girls

remains one of the most serious and ongoing challenges worldwide. Women's Empowerment Link – WEL focuses on Elimination of Violence against Women & Girls by facilitating development, promotion and enforcement of appropriate mechanisms for prevention, protection and response to violence against women.

WEL's prevention and response working groups in Nairobi, Naivasha and Mombasa has facilitated support for over 74,000 members of the communities. WEL establishes multi-sectoral community VAWG working groups with membership from government, CBOs, FBOs, women and youth groups.

Across the country, more than

6,000 livelihoods

are supported directly or indirectly by our activities either directly or indirectly, a **20%** increase since 2020*.

Economic Empowerment for Sustainable Livelihoods

— Women face unprecedented challenges to their livelihoods, their identities, their institutions, and their sense of place in the evolving global village. The aim of this program is to strengthen the livelihoods base of women.

Institutional Development seeks to enable WEL become a dynamic, self-sustaining and effective women and girls' rights organization. WEL will become a stable and highly performing organization with a diversified resource base. Our interventions for each of these are elaborated thus:

Organizational Learning and Accountability: Human resources development: create spaces and opportunities for staff to undertake professional growth and development and staff welfare; ensure a supportive climate for knowledge management, learning and innovation; and establish a multi-sectoral technical reference group.

Resource Mobilization: Resource mobilization strategy: Develop and operationalize detailed well thought through resource mobilization strategy, policy and plans for WEL – includes policy for reserve funds.

Communications and Marketing: Visibility and profiling: build consistent and powerful branding at local, national, regional and international levels and increase WEL brand awareness. This will be realized in part through media partnerships and utilization of various social media platforms.

Monitoring and Evaluation: Further improve and fully operationalize M&E system for WEL – establishment of M&E framework, tools, policies & procedures and best practices.



"The future for WEL is very exciting. My thanks to all that make it so. It really does feel like we're soaring."

— Virginia Nduta, Executive Director.

Transformative Leadership and Governance

We envision a world where empowered women and men can work together to address gender inequalities and promote transformational leadership and development for a just society. The program seeks to increase the number of women in leadership positions (decision making positions), be they appointed, elected or nominated.

Kenya

is Ready and in need of

100%

of our input and advocacy. Especially as we head into an electioneering year.

PERFORMANCE REPORT

Safeguarding Measures & Policy

In order to protect against sexual exploitation, abuse, and harassment (SEAH), WEL has taken the lead in advocating for enhanced international standards and performance in this area. We are still following through on our promises to stop SEAH from happening, to listen to individuals who are impacted, to act firmly but gently when harm or claims of harm are made, and to learn from every situation. We must keep working to eliminate the underlying power disparities, particularly gender inequality, that might cause SEAH.

Based on such solid foundation, our work in 2021 produced the desired results. By organizing and leading numerous technical working groups across the nation, we are promoting collective action. As a result of their efforts, counties have agreed to accept suggestions for abolishing SEAH. As we create policies and initiatives, we consult with victims and survivors, including through an impartial reference group. We have increased our interaction with representatives of at-risk groups, such as children, individuals with impairments, and LGBT+ persons. Through our leadership of steering groups that are creating an aid worker registration system, among other things, we have made significant progress in closing the loop on those who work in the field but mistreat others.

We still hold ourselves to at least the same high standards that our partners expect of us. The WEL Board determines the organization's general strategy on an annual basis and receives updates on the key strategic safeguarding threats twice a year. Our beneficiaries and the Kenyan public can feel sure that we are using aid effectively and keeping people safe if we are vigilant in all of our programs and projects. A

Safeguarding Delivery Board, presided over by our executive director, a safeguarding champion, convenes twice every year to review the strategy's implementation.

We have a strong focus on building staff capability. Mandatory training on safeguarding for all staff is now in place to build confidence and ensure everyone knows their responsibilities. We deliver bespoke training and events for county offices and have launched a network of over 30 staff across all our spending departments to strengthen frontline safeguarding capability.

Risk Management Approaches

The highest levels of accountability and ethics are what WEL pursues. Transparency, adherence to relevant laws and guidelines, and proper and responsible use of donor cash are all values we uphold. We manage risks to accomplish our goals in a way that optimizes the impact of development and value for money while maintaining public safety. We work in circumstances that are quite difficult. To meet our goals, the goals of the projects, and the development results for the most vulnerable and impoverished, we are ready to take calculated risks that are adequately managed.

We undertake higher risk activities where the situation or the expected results justify them. We also accept risk to innovate and work in new and transformative ways. When undertaking higher risk activities, we ensure we are comfortable that the mitigating actions keep the risk to an acceptable level. In judging what is an acceptable level of residual risk, we demonstrate flexibility to adapt our approach to the context and available evidence base. The rapidly changing external context in 2019-20 has seen our risk profile rise, and we continue to strengthen our risk management framework and approach to respond effectively.

We closed the year by managing through new risks around ongoing uncertainty about the global impact of COVID-19, and its impact on our objectives and our partnerships with our stakeholders. This was through robust prioritization of our portfolio to ensure a rapid response to save lives and livelihoods and in-depth partner engagement.

By demonstrating transformative leadership and governance, making investments across our diverse portfolio, and bolstering our technical capabilities, we managed risks to the delivery of our ambitious priorities, such as girls' sexual health and reproduction education, prevention of sexual and gender-based violence, women's economic empowerment, and the Global Sustainable Development Goals. By making investments in the global humanitarian system, swift, flexible finance channels, and strong collaboration with our delivery partners, we mitigated threats to our capacity to respond to humanitarian emergencies quickly and efficiently.

We have maintained our focus on making sure we run the controls to avoid abuse and adequately investigate it if it does occur, keeping momentum in our efforts to limit risks of fraud, assistance diversion, sexual exploitation, abuse, and harassment. This complies with our stated public goals and advances our medium-term plan, which aims to enhance prevention and response in our own work and that of everyone else working in the assistance industry.

The risk management framework and policy for WEL, which are outlined here, have been in effect from the day when the Annual Report and Accounts were approved and will cover the years 2021–22. Staff members at all levels may identify and reduce risks thanks to this approach.

Our strategy is based on a set of guiding principles, including open and honest risk communication, the use of documentation and proof to ensure that we conduct objective risk assessments that draw on third-party data and take our stakeholders' perspectives into account, the use of professional judgment to determine which risks are appropriate to take in a particular situation, the use of a common language for discussing risk to prevent

misunderstandings, and the implementation of WEL's Smart Rules (governing program) (governing how we manage our staff and operations).

We assess the risks WEL faces through 6 categories: risks posed by the external context; risks to our reputation; fiduciary risks of our funds being used for unintended purposes or not properly accounted for; safeguarding risks of unintended harm to people or the environment; risks to delivery of our policy and program objectives; and risks to our operational capabilities and our staff.

We define our risk appetite – the level and type of risk exposure we will tolerate to achieve our objectives – clearly at strategic, portfolio and program levels. Risk appetite is defined separately for each category of risk. At program level, the program's manager together with the monitoring and evaluation officer and the relevant project officer are responsible for determining risk appetite, using their professional judgement and guided by the strategic risk appetite, drawing on evidence and consulting with senior managers when appropriate.

Our risk mitigations include some fundamental commitments. We carefully manage risks to our staff in all situations through clear duty of care processes. We comply with relevant Kenyan and local law and take reasonable steps to avoid actions which may damage our reputation. We do all we reasonably can to ensure our funds are not used fraudulently or for terrorist financing, money laundering or bribery, and that beneficiaries of our programmes do not come to harm.

We manage risks of fraud and corruption, and sexual exploitation and abuse and sexual harassment robustly, showing zero tolerance for inaction or mishandling. We are expected of by our partners at all levels of the delivery chain to take a similarly robust approach in these areas, and we take all reasonable steps to monitor that this is the case. We hold ourselves to an equally high standard. We have clear and accessible policies setting out the expectations of our people regarding conduct, behaviour and reporting, and robust processes should our people fall short of these expectations.

We invest in the capabilities of program delivery staff

across the organization to manage risk effectively, and the technology and tools to support their efforts. WEL has three lines of defense in place for risk management. Daily risk ownership and management is done by WEL's delivery teams (also known as "first line"). This is the project team's mandate: to find, analyze, respond to, and control risks. The department in charge of monitoring and evaluation, or "second line," is in charge of controlling risk management. They oversee operations, create and execute rules, and are in charge of making sure the first line is correctly constructed and performing as planned. The "third line" is management that independently and directly infers objective assurance and evaluation of risk management systems and processes as well as offers systematic risk-based analysis, comparing risk exposure to risk appetite and determining the risk maturity of WEL's systems and controls.

The Board, together with the management, annually approves and reviews WEL's risk policy and strategic appetite. A strategic risk register is used as assistance for the Management Board's discussion on strategic risks. The board decides who is responsible for each of the strategic risks and evaluates the rating and progress made in relation to mitigations, as well as against WEL's risk tolerance, using management data, qualitative insights from all areas of the company, and other evidence.

The following are the 6 risk categories and their mitigations:

	- A rapidly changing global economic context which is impacting prosperity in developing countries and globally, including by close monitoring of macroeconomic effects, partnership with financial institutions, and engagement with developing partner governments.
Reputational	We manage risks to our reputation, both with our donor partners and our beneficiaries as well as with the Kenyan public, including through proactive communications, external influencing, and accounting effectively for our results in reports.
Operational	We manage operational risks to: <ul style="list-style-type: none"> - The safety, wellbeing and performance of our workforce, including by ensuring we fulfil our duty of care to staff, setting clear priorities for the organization, and sustained progress of our dedicated People Plan. - The security of our information, including through implementation of robust cyber-security measures.
Delivery	We manage risks to delivery of: <ul style="list-style-type: none"> - Fast and effective response to all humanitarian crises, including by investing in the international humanitarian system and flexible implementing mechanisms and close engagement with our donor partners. - Ambitious action on high-level priorities like the Global Sustainable Development Goals, girls' education, including by showing global leadership, building up our internal capabilities and ensuring that our program portfolio aligns with our policy commitments.

Risk Category	Description of risks and mitigations
External context	We manage risks arising from the external context: <ul style="list-style-type: none"> - A sustained period of uncertainty about the global impact of COVID-19, which is changing the focus of delivery and impacting on partnership with our stakeholders, through robust prioritization and partner engagement.

Risk Category	Description of risks and mitigations
Fiduciary	We manage the risk of fraud and accounts diversion, through effectively embedding our counter-implementation strategy based on learnings, our control and assurance processes and investment in capabilities.
Safeguarding	We manage the risk to sustaining momentum on tackling sexual abuse and exploitation and sexual harassment by delivering against our 2015-2019 medium-term strategy, which is designed to improve both prevention and response in our own work and that of all others involved in the non-governmental organizations sector.

Value Proposition

For Communities/ Beneficiaries

1. Capacity development (training, mentorship etc.) as well as social mobilization and organization to enable them realize rights and social justice.
2. Economic empowerment through business idea incubation, institutional strengthening as well as leveraging capacities and resources.
3. Linking and connecting them with people and organization that enable greater access to resources, opportunities and social justice.
4. Offering psycho-social support, solidarity, as well as legal aid, where needed.

For Funders/ Financiers and CSOs

1. A committed ally in support for women's empowerment, able to deliver sustainable change as well as to demonstrate such results – we have a track record for this!
2. Guaranteed value for money as well as prudent, credible and frugal management of resources, always using the least resources to achieve most impact and ability to leverage the efforts and resources of other actors (government, CSOs, etc.) as a basis of accelerating and scaling impact.
3. Creativity and innovation, as a basis of generating new products, models and solutions towards women's empowerment – this is done through our learning hub.
4. Specifically, for implementing CSOS: visibility and profiling, capacity development per our areas of expertise and strategic partnerships/ collaborative leadership on women's empowerment.

For Public Sector/Government

1. Partnership towards reaching Kenya's Vision 2030, MTPs, SDGs, and other related goals.
2. Leveraging resources for accelerating women's empowerment and development in general.
3. Extensive geographical reach through WEL's organizational infrastructure and networks.
4. An experienced partner for policy analysis and development for women's empowerment
5. Collaborative leadership in rallying relevant organizations towards women's empowerment.

For Private Sector (Corporates)

1. Visibility for their products, services and support to community (people) and environment.
2. Expanded markets and reach via our clientele and linkages (community, beneficiaries, partners etc.) Linking private sector/ entrepreneurs to business development services.
3. Possibility to use our organizational infrastructure for effective implementations of CRS/I projects.
4. Joint development of customized products and services as well, testing and scale up of the same.

THE ROADMAP

Transformative Leadership and Governance



WEL is keeping on keeping on. WEL is even more motivated to continue its successful journey in advocating for transformative leadership and governance. In addition to being a stand-alone objective, gender equality is one of the most interconnected needs for growth and development, and realizing the goal of transformational leadership and women in governance depends on accomplishing these goals. Kenya should reconsider its present strategy and focus greater emphasis on gender justice and equitable recovery since, absent systemic changes, structural inequalities would continue to dictate global, regional, national, and county responses and prevent Kenya from reaching gender equality. Overall, WEL has improved gender equality and women's empowerment via our initiatives. At both the national and subnational levels, initiatives are being made to advance the rule of law. Through its programs, WEL has made sure that decision-making is responsive, inclusive, participatory, and representational at all levels.

WEL is aware of the value of creating an inclusive society that gives the disadvantaged groups (women, children, youth, older people, people with disabilities, and geographical/regional inclusion) the tools they need to fight poverty and expand their involvement in the economy. Among the steps WEL's programs have taken to reduce inequality in the counties we work in include the availability of social protection programs, catalytic grants, gender mainstreaming, and affirmative action. In order to do this, WEL has pushed for the implementation of a number of programs and policies, the most successful of which are the ones in Kitui, Bomet, and Kirinyaga. These include gender mainstreaming, affirmative action, gender responsive budgeting, the availability of catalytic funds to support vulnerable groups, and the provision of social protection schemes (social assistance, social security, and social health insurance), among others. In that regard, WEL has committed to improve investments in transformational leadership and good governance.

Kitui, Kirinyaga, and Bomet have implemented gender and gender

responsive policy frameworks, acknowledging efforts on gender, economic, and social inclusion. These counties are following WEL's activities and initiatives through SDG Kenya Forum and Bread for The World: Brot Fur Die Welt.

In Kitui, particularly in Kirinyaga and Bomet, WEL is making significant progress in eradicating gender-based violence, child gender preferences, all types of discrimination against women, and harmful customs that have a detrimental influence on girls' and women's futures.

Effective governance and transformative leadership are an essential right enshrined in numerous instruments within the universal human rights protection system as it is geared towards access to justice. It is central to governance, integral to the enjoyment of human rights, an essential precondition to social inclusion and a critical element of a well-functioning democracy. A growing number of international policy and legal instruments emphasize that access to justice for women and girls is not only a right in itself, but also an essential factor in the enjoyment of other rights, and a factor in sustaining peace and sustainable development. Gaining access to justice for acts of gender-based violence can be fostered by leadership and governance where the woman is represented to secure relief at the individual level and also to promote change at the systemic level in terms of laws and practice.

Across the regions of the world, the experience of gender-based violence and the reasons for its prevalence and persistence are largely similar – a vicious mix of social attitudes and laws that give women a subordinate, discriminated role in society and permit impunity. Women experiencing violence often face a range of barriers to accessing justice following little to no representation. They are confronted by a complex landscape of laws, systems and institutions that have patriarchal structures rather than equality. Unresponsive institutions continue to deter them from seeking justice. Other barriers include non-criminalization of all forms of violence against women; severe under-reporting of crimes of violence against women; very few convictions of rape; scarce or no state funding for support services.

An estimated 90 per cent of countries (155 out of 173) have legal provisions that discriminate against women. Sexual violence cases settled through informal justice institutions (customary and religious systems) whose substantive, procedural or structural foundation is not primarily based on statutory law in most times also deny survivors of sexual violence access to medical, psycho-social services and legal redress. These informal mechanisms derive their power from social groups or community structures which largely discriminate on women and girls.

Ineffective legislative solutions entrenched in power inequalities and social norms, difficulties to access support resources and avenues to hold perpetrators accountable, ineffective allocation of resources to support victims, use of violence as a toll to exert control over women, gender stereotypes linked to age, ethnicity, or social status persisting in the various institutions increased vulnerability of intellectually disabled women as a result of limited intellectual functioning skills taken advantage of by the perpetrators makes even more vulnerable, poor women survivors of SGBV to face a double discrimination due to their gender and economic situation. All put together, a number of these obstacles women face falls in three categories namely: legal or institutional, socio-economic and cultural levels and gender stereotypes and cultural attitudes.



Ending Violence Against Women and Girls

Gender-Based Violence (GBV) is any harm perpetrated against a person's will on the basis of gender. It is one of the most persistent violations of human rights across the globe. It is a glaring social problem occurring behind closed doors, in secret and knows no social, economic, class or cultural confinement. According to the World Health Organization (WHO), about one third of women worldwide have experienced violence. According to the World Bank, these estimates are conservative due to widespread underreporting, and in many countries, the proportion of women experiencing violence is much higher. In Sub-Saharan Africa (SSA) for instance, the vice is now becoming a common practice and sexual violence prevalence is high. This is according to a recent global study to systematically determine the pooled prevalence rates of GBV including Intimate Partner Violence (IPV) and non-IPV in SSA countries which revealed that the highest prevalence rates of IPV that were reported included emotional (29.40%), physical (25.87%) and sexual (18.75%) violence and that women residing in Western (30%) and Eastern (25%) African regions experienced higher levels of emotional violence. In Kenya for instance, a 2014 Kenya Demographic and Health Survey (KDHS) reported that 45% of women aged 15-49 have experienced physical violence since age 15. The persistence and

prevalence of violence against women has been described by UN Women as "a pandemic" and by the WHO as a "public health problem of epidemic proportions.

Occurring in all countries, in all communities, at all stages of life and across settings, victims undergo physical, emotional, economic and sexual violence such as sexual harassment, defilement, rape, Female Genital Mutilation (FGM), child marriage, human trafficking and more which undermines safety, dignity, overall health status and human rights of victims. Survivors of sexual violence are often discriminated against. They are either ignored, dismissed or disbelieved by justice system actors and as a result, they hardly report violence for fear of further violence by the perpetrator, their family, or the community because of the harmful stigmas wrongfully attached to experiences of violence. Fear of stigma and shame, financial barriers, lack of awareness of available services, fear of revenge, lack of law enforcement action and attitudes surrounding violence as a normal component of life include some of the barriers women experience when reporting Sexual and Gender Based Violence (SGBV). Perhaps, one of the greatest barriers to prevention and control of SGBV was found to be failure to report SGBV cases and lack of cooperation by witnesses.



Research has shown that in addition to the physical injuries, women who have experienced male violence exhibit acute mental and behavioral health problems including depression, anxiety, feelings of humiliation, anger, nightmares, self-blame, low self-esteem and poor confidence, suicidal ideation, eating and sleeping disorders, inability to concentrate, post-traumatic stress disorder (PTSD) and stress related illnesses, which lead to an impaired quality of life. VAW especially rape and coerced sex, FGM, polygamy, early marriage and widow inheritance were responsible for the high levels of HIV infection and premature death among women. Sexual and GBV has also significant long-term impacts on affected individuals, such the spread of sexually transmitted infections or HIV/AIDS, physical injury, unintended pregnancy or infertility.

Rooted in structural gender inequality and power imbalances, gender-based violence is both caused and exacerbated by exploiting societal gender norms and roles. Compounded by gender-based discrimination and stereotypes and societal norms that tolerate SGBV, these kinds of attitudes, norms and behaviors result in gender inequality and violence. Additionally, poverty, illiteracy, insecurity, alcohol and substance abuse, uncensored media, political instability and poor enforcement of laws and policies are also major contributors to the occurrence of VAW/G.

Sexual Reproductive Health Rights Services

WHO defines reproductive health as a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity, in all matters relating to the reproductive system and to its functions and processes. Reproductive health therefore implies that people are able to have a satisfying and safe sex life and that they have the capability to reproduce and the freedom to decide if, when and how often to do so. Implicit in this last condition are the rights of men and women to be informed and to have access to safe, effective, affordable and acceptable methods of family planning of their choice, as well as other methods of their choice for regulation of fertility which are not against the law, and the right of access to appropriate health-care services that will enable women to go safely through pregnancy and childbirth and provide couples with the best chance of having a healthy infant.

Achieving universal access to sexual and reproductive health (SRH) products and services is fundamental to empowering women with the tools to live healthy lives and fulfill their reproductive intentions. Sadly, this is not always the case since poor sexual and reproductive health is a persistent and major problem in developing countries. As a result, too many women are still lacking the health services they need and when they need them. For this reason, over a quarter of a million women die each year from largely preventable causes related to pregnancy and childbirth. Illnesses and deaths from poor reproductive health account for one-fifth of the global burden of disease. Data from 94 national surveys indicate that the unmet contraceptive need among sexually active adolescents is more than two times higher than that among married women. 46 per cent of women face this problem in SSA. UNFPA observes that reproductive rights are still out of reach for too many people, including more than 200 million of the 885 million women in developing regions.

38 million sexually active women aged 15–19 years, more than half are not using contraceptives. These puts adolescents and young people aged 15-19 at risk of early and unwanted pregnancy leading to unsafe abortion, sexually transmitted diseases and dropping out of school. In the year 2012 for instance, estimated 6.9 million women in developing regions sought treatment for complications from an induced unsafe abortion. Cases of abortion could be attributable to low level of knowledge about modern contraception, limited access to contraception and poor quality of services. Globally, there are about 340 million new cases of sexually transmitted infections (STIs) each year, and 6,000 young people are infected with HIV every day.

Limited information about reproductive health and services, poor infrastructure especially in rural setting, deeply held social cultural habits including practice of FGM and early child marriages are barriers to comprehensive Sexual and Reproductive Health Rights (SRHR) services that young adolescents and young women are facing. These comprehensive SRHR services include but not limited to quality services for family planning, safe abortion (as per the national law) and post abortion care (including post-abortion family planning and management of the consequences of abortion).

Universal access to SRH products and services plays an important role in preventing unplanned pregnancies, reducing maternal and newborn mortality and controlling and ending the HIV epidemic. It is therefore important that women are aware about their SRH Rights, when, where and from whom to get SRH related information and services, without facing any stigma and biases within or outside the communities they live in. For this to happen, it is crucial to foster health promotion, as well as strengthen leadership at the community level, social support and individual especially women's and girls' empowerment to increase demand for SRHR services and social accountability mechanisms to achieve sustainable improvements in SRHR.



Women and Girls' Economic Empowerment



Women's economic empowerment is about ensuring that women can achieve their full potential. Women's contributions in homes and in workplaces are essential to improving food security; to building community resilience to climate change and natural disasters; and to finding lasting solutions to poverty. Yet, it is widely observed that women in many areas of sustainable development, including land and natural resource governance, food security, and climate change, are still largely excluded from decision-making processes at community, local and national levels.

A recent study conducted by the World Bank Group in 2020 to analyze laws and regulations affecting women's economic opportunity in 190 economies shows clearly that reforms and policies that empower women boost economic growth. But because of poverty caused by unequal power relations that result in the inequitable distribution of resources and opportunities between women and men, between power-holders and marginalized communities, and between countries, women do not give their full contribution to their respective economies due to these barriers including also economic exclusion and marginalization.

Globally, of the 1.2 billion people that live in absolute poverty, majority are women and girls. Women continue to participate in labour markets on an unequal basis with men, in addition to systemic discrimination, gender-based violence and lack of equal access to factors of production. Differentiated access and control of natural resources is marked by historical and structurally unequal power relations and intersectional discrimination based on gender, age, ethnicity and other identities. Gender inequalities related to the uses of and rights over land and natural resources are among the conditions that underpin gender-based violence. The World Bank estimates that in some countries, violence against women costs countries up to 3.7 per cent of their Gross Domestic Product (GDP). Violence, and the fear of violence, severely limits women's contribution to social and economic development. It denies society the full creative potential, talents and participation of women in the overall social and economic development of the entire society which in turn perpetuates poverty.

Kenya has a raft of national and county-level legislative frameworks with regulations and policy guidelines on equal employment opportunities. Most of these frameworks are designed to facilitate and promote equity and diversity, and eliminate discrimination in the employment of all Kenyans, particularly women, the youth, girls, and persons with disabilities. These include the Employment Act 2007, National Gender Equality Act 2016, National Employment Act 2007 (Revised, 2012), Public Procurement and Asset Disposal Act 2015 (Revised 2016), and Persons with Disability Act 2003. Various national policies to foster gender equality, non-discrimination in employment, and economic opportunities at the national and county levels include the Vision

2030, the National Policy on Gender and Development; Kenya National Youth Policy; Public Sector Workplace Policy on HIV and AIDS; and the National Land Policy.

The capacity of national and local justice institutions to deliver justice is critical to enable women and girls claim and access a range of rights and resources and at the same time, widely contribute to achieving equitable and inclusive development outcomes, including education, health, political participation, employment and economic opportunities. Unfortunately, gender barriers persist, and laws and regulations continue to restrict women's economic decision making and employment prospects thereby limiting equality and opportunity to create business environments that adequately support working women.

Women are at the forefront of the current battle against the Covid-19 pandemic as they make up almost 70% of the health care workforce according to the WHO (2020), exposing women to greater risk of infection, while they are under-represented in leadership and decision-making processes in the health care sector. For women to be included at all levels of political decision-making, political commitment to change laws and policies that discriminate against women must be strengthened. This calls for a multi sectoral approach and close partnerships. For instance, in 2018 alone, 606 million USD was allocated to efforts seeking to end VAWG while other evidence reveals that bilateral aid focusing on gender equality and women's empowerment has steadily increased and reached an average of USD 48.7 billion per year in 2017-18, corresponding to 42% of aid. This is a step towards the right direction.



COMMUNICATION STRATEGY

Strategic Communication Objective 1: To influence and sustain stakeholder engagement through increased communication and advocacy efforts on women rights and freedoms

Strategy 1: Improve community engagement on women rights and freedoms;

Activity 1: Carryout Media Awareness Campaigns on women and girls existing economic rights, asset ownership and business opportunities;

Activity 2: Carryout Behavior Change Communication (BCC) Campaigns to transform negative attitudes towards women leadership;

Strategy 2: Actively engage Community and youth activists including Women's Human Rights Defenders (WHRD) and other Social Change Agents to strengthen movement building of women leaders who can debate, analyze, strategize and address issues affecting women and girls;

Activity 1: Map out Community and Youth Activists and other progressive thinkers including WHRD and other social change agents to advocate on issues affecting women and girls;

Activity 2: Engage Community and Youth Activists and other progressive thinkers including WHRD, WEL Champions and Women Leaders through Social Media Campaigns on VAWG, SRHR, SGBV, Women Empowerment and Leadership Development;

Strategy 3: Strengthen Media Collaboration and Engagement

Activity 1: Map out village, community, county and national media platforms (Print, Broadcast and Digital Media Journalists and Bloggers) at WEL's counties of operations who cover reproductive health and women leadership and empowerment stories to collaborate and advocate on issues affecting women and girls;

Activity 2: Allocate resources to engage National and Regional Mainstream Print, Broadcast and Digital Media Journalists reporters on reproductive health and issues affecting women and Girls;

Activity 3: Allocate resources to buy Social Media Ads to complement sustained traditional and social media awareness campaigns on issues affecting women and girls;

Activity 4: Undertake Quarterly Media Meetings with Identified journalists/ Bloggers to support existence of responsive media that promotes women and girls' rights and freedoms;

Strategy 4: Strengthen stakeholders' capacity to advocate for women and girls' rights and freedoms;

Activity 1: Develop impact report on various stakeholder capacity building initiatives undertaken by WEL;

Activity 2: Develop and circulate Quarterly Stakeholders' Newsletter communicating WEL Participation and Stakeholder Engagement Efforts to advocate for women and girls' rights and freedoms;

Activity 3: Annual WEL Stakeholders/Partners/Peer Organizations Relationship Building Workshop;

Strategy 5: Strengthened Policy Advocacy Engagement at county and national level on women and girls' economic empowerment and leadership development

Activity 1: Develop Policy Briefs to champion inclusion and participation of women and girls in available socio-political and economic key decision-making processes,

Activity 2: Identify and Participate in Existing Policy Working Groups similar to WEL's Policy Advocacy efforts

Strategic Communication Objective 2: To increase percentage of resource allocation to strengthen WEL's capacity to coordinate, communicate and advocate for overall women and girls' well-being

Strategy 1: Strengthen knowledge management and dissemination of Evidence-Based Findings on COVAW researches on issues affecting women and girls;

Activity 1: Conduct Social Media Evidence-Based Awareness Campaign on Findings of WEL Researches;

Activity 2: Develop and Circulate Stakeholder Newsletter on Findings about WEL researches;

Strategy 2: Establish and continuously improve Communication systems and processes

Activity 1: Allocate resources to hire a full-time Communications Officer;

Activity 2: Hire a full-time Communication Manager to coordinate WEL Communication and Advocacy efforts;

Activity 3: Establish Communication Processes, Systems and Equipment and continuously build Communications Capacity for Staff and the Board (Communication Skills, Photography, Digital Marketing and Videography skills);

WEL Target Audiences

National Level	County Level	Sub-County Level	Village/Community Level
<ul style="list-style-type: none"> • National Gender and Equality Commission; • Kenya National Human Rights Commission (KNCHR); • Office of Public Prosecution; • Department of Children's Services; • Ministry of Gender, Children and Social Development; • National Council of Persons with Disability; • Political Leaders and Parliamentarians; • Kenya Women Parliamentary Association (KEWOPA); • National Police Service; • Ministry of Public Service, Youth and Gender Affairs; • Ministry of Health (MoH), Medical and paramedical personnel; • Ministry of Health, State Department for Social Protection; • Gender Violence Recovery Centres (GVRCs); • Providers of Sexual and Reproductive Health (SRH) services; • Ministry of Education; • Teachers Service Commission. • FEMNET; • SDG Kenya; • County/Parliamentary committees on Gender, Labour and Social Welfare; • The National Counter Trafficking in Persons Working Group; • The Commercial Sexual Exploitation Technical Working Group; • The Kenya Disability Parliamentary Association (KEDIPA) • Law Society of Kenya (LSK). • Legal Resource Foundation 	<ul style="list-style-type: none"> • County Commissioner's Offices; • County Health Committees; • The National Council of Persons with Disability; • Gender TWGs in our participating counties • Court users' committees (CUC) in our participating counties • Children Stakeholder Network; • National Police Service; • Sauti Ya Wanawake; • Kesho Kenya; • Home Street Home; • Jimmia Rescue Centre; • Amani CCI and Group • Mlaleo Self Help Group; • Members of the County Assembly; • Paralegals and Pro Bono Lawyers; • Education Assessment and Resource Centre for the Handicapped; • Nakuru County Civil Society Organizations Forum (NACCSOF); • Solidarity for African Women's Rights Coalition (SOAWR). 	<ul style="list-style-type: none"> • Assistant County Commissioners; • Local Administration - Chiefs, Assistant-Chiefs; • Sub-County Government Officers-Children Officers; SRHR Officers; • Sub County Area Advisory Councils. 	<ul style="list-style-type: none"> • Maasai Council of Elders; • Village Chiefs; • Nyumba Kumi village elders; • School Heads, Teachers; • Community Religious Leaders; • Community Activists and Social Change Agents; • Community men and women, adolescents and youth; • Community policing officials; • Paralegals.

Partnerships

Project	Donor
Advancing Education Through Human Rights Education	Global Affairs Canada – Equitas
East African Human Rights Program	Global Affairs Canada – Equitas
Strengthen accountability for the implementation of the new police Standard Operating Procedures (SOPs) in ending Gender Based Violence	British High Commission (BHC)
The digital space to support and protect the Women Rights Organizations (WROs) and the media to reclaim their digital rights of association, expression, assembly and speech.	International Centre for Not-for-Profit Law (ICNL)
E-Learning Module/Programme for Strengthened Coordination and Implementation of NPS Programmes to End Gender-Based Violence and Female Genital Mutilation by 2022.	UNFPA - NAILAB
Her Finance	Business for Social Responsibility (BSR)
Girls Advocacy Alliance (GAA)	Plan International – Terre De Homes
Prevention of violence against women and girls	Trocaire – United Nations Trust Fund (UNTF)
Strengthening	Bread for the World -

Inclusive Leadership	BROT
Expanding Democratic Spaces	Action Aid International Kenya - AAIK
Strengthening the SDGs Kenya Forum as an accountability platform for gender and development.	Bill and Melinda Gates Foundation - SDGs
Increasing police services for women and girls' survivors of violence in Kenya	UKAID - Jocox
Jamii Thabiti	Coffey International
Stay Alliance	Stay Foundation Germany
Increasing access to social protection programmes for Adolescent Girls and Young Women.	Irish Aid Project Fund
Prevention of violence against women and girls in Nairobi and Nakuru counties.	
Promoting women's participation as candidates in the 2017 elections	National Democratic Institution (NDI)



SUSTAINABILITY REPORT

Sustainable Procurement

Our Supply Partner Code of Conduct (the code) is now an integral and binding part of our standard contract terms and conditions and sets high but realistic standards for ethical and safeguarding behaviour, social responsibility, and value for money from the supply partners who deliver to us. The code has been applied to our contracts since September 2017 and now covers 80% of WEL's contract spend. A pilot program for the Code for Accountable Procurement Arrangements (APAs) involving our donor partners will be rolled out in the coming year. The outcomes of the pilot will be collected and analyzed to determine how the full roll out to APAs can best be shaped using the experiences of the suppliers. Some issues remain to be discussed and agreed with main stakeholders, following which a date for launching the Code for APAs can be determined.

Compliance with the code is monitored by the monitoring and evaluation officer with supervision from the program's manager and oversight of the executive director. Full compliance and annual verification are mandatory for supply partners and commits them to key performance indicators in 6 priority areas, including:

- Value for money and governance.
- Ethical behaviour.
- Transparency and delivery chain management.
- Environmental issues.
- Terrorism and security.
- Safeguarding, social responsibility and human rights.

WEL supply partners and their delivery chains act on behalf WEL and donor partner donors and their delivery partners and directly and indirectly impart and impact aid beneficiaries. These interactions must therefore meet the highest standards of ethical and professional behaviour in order to uphold the reputation of WEL.

Supply partners must demonstrate that they are pursuing continuous improvement and applying stringent financial management and governance to reduce waste and improve efficiency in their internal operations and within the delivery chain. Supply partners must be committed to high standards, recognizing that WEL's activities may change the way people use and rely on the environment, or may affect or be affected by externalities on the conditions. They must demonstrate they have taken sufficient steps to protect the local law and community they work in, and to identify risks

that are imminent, significant or could cause harm or reputational damage to WEL or the communities we work in.

Commitment to sustainability is not limited to but may be demonstrated by:

- Formal safeguard policies.
- Publication of audit and performance reports.
- Registered with the Kenyan Government and following relevant regulation, both directly and within the supply chain such as conventions, standards or certification bodies.

Overall strategy for sustainability

WEL is committed to the global's Plan of Gender Equity stipulated in the Sustainable Development Goals and as so committed to increase resource efficiency and reduce waste. WEL has a strong record of improving performance and is dedicated to achieving the ambitious targets in Kenya and making significant improvements to our partners in line with the global ambition. We have made important progress against the 2015-2019 strategic plan and are currently reviewing our targets to 2024 and beyond.

Progress towards our 2015-19 Strategic Plan has been positive. Even as we embark on 2020-2024 strategic plan, the introduction of rapid response programmes for COVID-19, and endorsement of our programs with the National Police Service, has helped to embed important messages and ensure everyone has access to proper healthcare alongside our program needs and share best practices. This has helped WEL create a shift in behaviour change and ability to champion sustainability in day-to-day ways of working. This has provided us with confidence that WEL can further improve performance in 2022 year and beyond.

Our focus in 2021 has been to set more ambitious targets and particularly improve performance where we have been challenged in the past. Our next targets will be re-baselined to provide a more accurate representation of the community and grassroots women and girls we work to empower and the environment WEL operates within and will align with our internal strategies and government policies. WEL's progress and ambition reflect the organization's desire to be a leader in this area, aligning operations with development work on women empowerment in order to contribute to the achievement of the Global Goals by 2030.

National & County Government Partnerships and Coalitions Strengthening

WEL's alliances and coalitions continued to push for and succeed in important national reform in 2021. For instance, *chamaas* and women groups were trained on SILC Methodology of internal lending and savings and an efficient body created for dissemination and coordination of a curriculum to empower grassroots women, reviewed the effectiveness and impact of the national legal framework to strengthen women in businesses and end violence against women and children, and worked with community and legal experts to review these issues. The project teams included and became instructors who built the capacities of the residents and women as this was onboarded on all projects as a key signature for WEL.

Through capacity self-assessments and continuing talks, WEL supported and addressed the needs of government partnerships and coalitions. asked for our assistance to improve their ability to collaborate and develop their technical knowledge on child marriage. In response, WEL set up a number of live and online workshops on internal capacity building and strategy creation.

Taking into account elements like gender inequality, poverty, and access to sexual and reproductive healthcare, we also organized two webinars on the causes of violence against women and girls. Since then, the grassroots women have determined their top priorities for the year 2022. Improved access to healthcare for sexual and reproductive health, community interventions to combat discriminatory gender stereotypes, social support programs for teens who are pregnant or married, and encouragement for women to take the initiative in household decision-making are a few of these.

Peer-To-Peer Learning Increased in The Context of Covid-19

While WEL works in different contexts, we often face similar challenges and have relevant expertise to share. With the suspension of in-person transnational meetings in 2021, WEL facilitated a series of online peer-to-peer discussions, so that teams could share their learnings, best practices, successes and challenges.

Each session was project-led and covered a range of topics from prevention measures of GBV and coming up policy briefs to engaging male champions and religious leaders and promoting girl-led research and campaigning. The discussions grew in popularity over the series and project teams reported strengthened cross-regional relationships and confidence. We will integrate this popular and effective innovation into our work beyond the pandemic, along with several new initiatives for 2022. These include the twinning of established and nascent partnerships for mutual support, and the establishment of an online hub for shared learnings.



Moving Beyond Activism

Advocacy & Training

WEL expanded its focus beyond training to include the development of a group of informed, courageous, knowledgeable, and loud community activists who are not afraid to challenge the status quo and the social ordering of community norms and practices. Through workshops held in Nairobi, Bomet, Kericho, Nakuru, Bomet, Murang'a, Kitui, and Kirinyaga, WEL became emboldened to challenge patriarchy and destroy systems that place women in inferior positions. WEL identified and enlisted passionate change agents to promote the abolition of violence against women in various regions.

WEL had improved the understanding of over 10,000 women and girls by the conclusion of the year. Beyond training, it was critical to increase community and local actor capacity to raise awareness of gender-based violence and guarantee women's access to justice.



Capacity building and community ownership

In 2021, the community with the local governments stepped in to ensure the continuity of WEL's work at the grassroots level to and that they took ownership of the process of eliminating violence within the society. WEL played a vital role in creating awareness on the underlying power imbalances between men and women that exacerbate VAW/G.

The activists kept the community members aware of the notion of power, which includes power inside, power over, power with, and power to, via awareness. WEL employed a variety of techniques to spread the message, including the use of communication materials, media and advocacy, training, and audio-visual materials. This notion was used to show how understanding power and its impacts may help avoid and reverse the increasing trend on VAW/G. In order to facilitate talks, the communication materials included interactive techniques including card games and power posters. This was done in an effort to build respectful relationships between men and women inside households.

Social change is a process that takes years to attain and so does changing community norms and practices but it is not impossible to achieve behaviour, attitudes and mind-sets. WEL recognized the power of the media and advocacy in an effort to heighten and scale up the creation of awareness on the trends in sexual and gender-based violence. The organization leveraged the power of local radio programmes to reach a massive audience with the messages of peace and non-violent co-existence. As a result of the awareness created through the programs, community activists have continued to receive cases of women whose rights have been violated and have become a support system as they seek justice for the survivors. WEL works in collaboration with the elders, chief's,

health care workers, as well as the local police. At times WEL accompanied survivors to the police stations, rescued girls who ran away from facing FGM, beading of girls and early/ forced marriages). These change agents are WEL's ears and eyes on the ground and are considered gate keepers in their communities.

Celebrating Human Rights Champions

In recognition of their efforts to achieve justice and reparations for survivors of sexual and gender-based violence, WEL selected a group of 50 women and men who in 2020, went beyond their call of duty to assist those in their communities whose human rights had been violated. Some not only volunteered their time and resources but also their homes to create a safe haven for women and girls who suffered from violence. Those publicly acknowledged were: law enforcement agents, paralegals, custodians of culture, community activists and health care workers who made sure that they handled all the cases brought to them with utmost professionalism.

WEL worked with some of the progressive custodians of culture and appreciated their efforts in enhancing peace in their communities thereby greatly impacted the reach and effect of WEL's work on the ground. These key partners made it possible for us to inch closer to the realization of our mission and vision of a society free from all forms of violence.

SUSTAINABLE

STRATEGIC

OBJECTIVES

16 Days of Activism Campaign

16 days of activism was an important part of WEL's work in 2021. WEL staff conducted various community dialogues forums, processions to escalate awareness on GBV as a women's human right issue at the grassroots, regional and national levels.

The main campaign theme for the 16 days of activism 2021 was "From Peace in the Home to peace in the World: Let's challenge militarism and end violence against women". The theme's focus was on challenging violations of women in conflict situations. The theme resonated with the global situation in the violence that followed in the sudden working-from-home condition alongside mass loss of jobs and livelihoods. An estimated 4500 women and girls were subjected to physical and sexual violence during the year. WEL realizes that in times of conflict and uncertainty, perpetrators use all sorts of means to justify SGBV as women's bodies are used as tools to taunt and humiliate as they assert dominance. WEL continued creating awareness through processions, drama outreaches and community dialogue forums.

During the 16 days of activism campaign period, WEL reached an estimated 1800 community members through dissemination of peace messages.





“Protecting the rights of women is an extension of my service in defense of the nation.”

—Elizabeth Anyula,
Finance & Admin Manager

We as

Women's Empowerment Link

stand in line for the women of Kenya and Africa,
for the strength of the whole community

-Project Officers

BUILDING

A

MOVEMENT

“No one cared more about protecting Women’s rights than WEL team, and no one has fought harder to ensure it stayed that way. Over the past years, a majority of protected and strengthened women in Kenya has had this team’s fingerprints on it. I am proud to call it my team”
-Virginia Nduta, Executive Director



Engaging a Broad Movement

Critical to our success in movement building is cultivating the skills necessary for staff and volunteers to work effectively with a wide range of partners and projects and members to create a culture where women from all walks of life feel included and valued; to build a foundation of equity and justice that informs all our work; and to promote ongoing education, training, and personal growth.

Women’s Empowerment Link joins in solidarity with low-income communities, communities of peoples living with disabilities, peoples living with HIV/AIDS and other groups who are most impacted by the effects of gender inequality and inequity, including traditionalist communities.

Advocacy & Training

We aim at making the community aware of their rights and resilient in order to protect them and the community

Justice Movement & Partnership

Our working with legal aid partners, the government and law enforcers is a landmark victory to stop inequalities. Also, working with rescue centres and referral agents in order to prevent and address the pertinent issues.

Women in Business

It is necessary to make women economically empowered and independent to work out the gender imbalance in the communities as well as give them a chance to stand up for themselves.

The power of organized resistance and allyship is unstoppable. By building relationships and lifting up the voices of others across movements, we’re building a larger, more powerful social movement that addresses not just women’s rights and transformational leadership and governance, but also economic inequities.

“We must pursue every strategy available to achieve our mission, including the management of our portfolio. Our immediate focus is to accelerate prudent investments in women empowerment solutions working with our colleagues in organizations committed to advocacy and sustainability.”

–Mrs. Grace Mbugua, Board Chair

A DECLARATION OF COMMITMENT TO END SEXUAL VIOLENCE IN PANDEMIC ERA



The widespread justification of sexual and gender-based violence and other forms of violence in this Covid-19 pandemic era around the world is one of the greatest, most persistent and worst injustices. Sexual violence in such a time inflicts unimaginable suffering. It is designed to destroy individuals, families and communities. In so doing it perpetuates conflict and instability, often for generations. But it is not an inevitable consequence of war. We applaud all that the UN, other multilateral organizations and civil society are doing to halt this human tragedy. We commit our fullest support to them. As an international community we can - and must - do more to prevent and respond to these acts of barbarism.

Under international humanitarian law there is a long-standing prohibition of sexual violence in tragedies. Sexual violence also represents one of the most serious forms of violation or abuse of an individual's

human rights. Sexual violence can significantly exacerbate situations of tragedy and may impede the restoration of international peace and security, as reflected in many relevant UN Security Council resolutions, including those on Women, Peace and Security, Children and Tragedy, and Protection of Civilians in Tragedies. Preventing and responding to sexual violence is vital to resolving conflicts, enabling development and building sustainable peace and universal healthcare. We must address the range of factors which contribute to sexual violence in tragedy and put in place a comprehensive operational security and justice response, in a manner consistent with applicable international law.

Sexual violence committed in tragedy must not be viewed as a lesser crime. The overwhelming majority of victims never see justice for what they have endured nor receive the necessary assistance and support. We must shatter the culture of impunity for those who commit these crimes, by bringing those responsible to justice – as a critical element of our prevention efforts. There should be no safe haven for the perpetrators. We stress the important contribution of the ad hoc and mixed international criminal tribunals, alongside the Kenyan judicial system to ending impunity by ensuring accountability and punishing perpetrators of sexual violence in tragedy.

Ensuring women's and girls' full human rights and fundamental freedoms and women's active, full and equal political, social and economic participation, including in all conflict prevention and resolution, justice and security sector processes, as well as in wider development activities, is critical to ending sexual violence. But we must also recognize that men and boys are victims of this crime, as are those who are forced to witness or perpetrate this violence against their family or community members. Our efforts must also serve to shift the stigma of shame from the victims of these crimes to those who commit, command and condone them.

We therefore pledge to do more to raise awareness of these crimes, to challenge the impunity that exists and to hold perpetrators to account, to provide better support to victims, and to support both national and international efforts to build the capacity to prevent and respond to sexual violence in tragedies.

We are determined to:

- Ensure that sexual violence prevention and response efforts are prioritized and adequately funded from the first phase and throughout all responses to Covid-19 and humanitarian emergencies.
- Provide better, more timely and comprehensive assistance and care, including health and psychosocial care that addresses the long-term consequences of sexual violence, to female, male and child victims and their families, including children born as the result of sexual violence.
- Ensure that all healthcare and health research processes explicitly accommodate preventive and responsive mechanisms reduce crimes of sexual violence in tragedies where applicable.
- Ensure that all peace, security and conflict mediation processes explicitly recognize the need to prevent, respond to and reduce crimes of sexual violence in tragedies and stressed the need to exclude such crimes from amnesty provisions.
- Promote women's full participation in all political, governance and health research structures, as well as all decision-making processes, including prevention and accountability efforts, recognizing the important contribution that National Action Plans on combating Covid-19 can play in this regard, and ensure that such processes also take into full consideration the needs and rights of women and children.

- Strengthen efforts to address sexual violence in tragedies and provide further support to the government and participating actors in the course of overcoming the pandemic.
- Strengthen and support the efforts of regional organizations to prevent and respond to sexual violence in their research and development alongside tragedy mitigation initiatives around Covid-19.
- Support SGBV-affected regions in strengthening their capacity to prevent and respond to sexual violence in tragedy and to develop containment measures that inform programmes that take into full consideration the needs and rights of women and children.
- Encourage and improve the safe and ethical collection of data and evidence relating to acts of sexual violence committed in Covid-19 era, to inform national and international responses.
- Encourage, support and protect the efforts of civil society organizations, including women's groups and human rights defenders, to improve the monitoring and documentation of cases of sexual violence in conflict without fear of reprisal and empower victims to access justice.

By working together, sharing our knowledge and our experience, mobilizing resources and committing our national, global and political will we are determined to end the use of gender-based violence and other forms of sexual violence as coping mechanisms of tragedy. This crime must not be allowed to continue any further.

Now is the time to act.



“Designing the accountability process of monitoring, evaluating and learning outcomes of women’s rights and empowerment agenda at the core of my service to my community and nation.”

—Ngumi Wangombe,
Monitoring & Evaluation Officer



“Let us all Work towards the improvement of our community by strengthening the woman.”

—Elizabeth Anyula,
Finance & Admin Manager

Women's Empowerment Link Statement of Program Allocations

December 31, 2021

Projects	Opening Deferred Income 2021	Grant Received 2021	TOTAL 2021	Grant Utilised 2021	Closing Deferred Income 2021
	KES	KES	KES	KES	KES
Action Aid	(160,592)	3,200,000	3,039,409	3,363,980	(324,571)
Trocaire	(129,702)	7,433,567	7,303,865	7,574,180	(270,315)
ICNL	131,778	-	131,778	-	131,778
NDI	1,676	-	1,676	-	1,676
Bread For the World	6,308,858	6,999,125	13,307,983	12,470,197	837,786
Jamii Thabiti-Coffey	115	-	115	-	115
PLAN International	(1,957,533)	-	(1,957,533)	336,154	(2,293,687)
UN Trust Fund	(99,724)	-	(99,724)	-	(99,724)
BSR	10,491	2,587,404	2,597,896	26,419	2,571,476
BHC	(322,057)	-	(322,057)	-	(322,057)
EQUITAS	5,408,618	24,426,781	29,835,399	19,441,512	10,393,887
UK aid	813,556	1,430,430	2,243,986	1,546,112	697,874
Stay Alliance	398,938	1,536,640	1,962,578	997,281	965,297
SDG	3,947	4,200,000	4,203,947	4,425,787	(221,840)
UNFPA	(53,791)	-	(53,791)	-	(53,791)
ETP	540,932	1,930,961	2,471,893	211,088	2,260,805
Stitching Women Win	-	828,736	828,736	-	828,736
Danchurch Aid-DCA	-	3,633,680	3,633,680	3,652,962	(19,282)
Total	10,895,511	58,234,324	69,129,834	54,045,672	15,084,162

Women's Empowerment Link Statement of Financial Position

December 31, 2021

ASSETS	2021	2020
Non-Current Assets	KES	KES
Property and Equipment	1,985,953	2,305,506
Intangible Assets	162,026	202,531
Financial Assets	791,358	728,212
	2,939,337	3,236,248
Current Assets		
Cash at bank and in hand	18,603,645	17,187,466
Accounts Receivables	3,583,770	562,648
	22,187,414	17,750,114
Total Assets	25,126,751	20,986,362
FINANCED BY:		
Current Liabilities		
Accounts Payables	776,428	882,020
Deferred Income	15,084,165	10,895,513
	15,860,593	11,777,533
Net Current Assets	9,266,159	9,208,829
Accumulated Fund	9,266,159	9,208,831
Total Capital & Funds	9,266,159	9,208,831

Women's Empowerment Link Statement of Cash flows

December 31, 2021

	2021	2020
	KES	KES
Cash flows from Operating Activities		
Surplus for the Year	57,327	(504,259)
Adjustments for:		
Depreciation on Fixed Assets	519,553	600,883
Amortisation	40,507	50,633
Operating Surplus before Changes in Working Capital	617,387	147,257
Changes in Working Capital:		
Increase/(Decrease) in Payables	(105,592)	(540,542)
Increase in Receivables	(3,021,121)	4,582,660
Increase in Deferred Income	4,188,652	(9,555,371)
Net Cash Flows used in Investing Activities	1,061,938	(5,513,254)
Cash Flows to Investing Activities		
(Increase)/Decrease in Financial Assets	(63,146)	(213,287)
Additions to Property and Equipment	(200,000)	(663,974)
Net Cash flows used in Investing Activities	(263,146)	(877,261)
Changes in Cash and Cash Equivalents		
Net Increase in Cash and Cash Equivalents	1,416,179	(6,243,257)
Cash and Cash Equivalents at the start of the Year	17,187,468	23,430,725
Cash and Cash Equivalents at the end of Year	18,603,646	17,187,468

Women's Empowerment Link Statement of Net Expenditures

December 31, 2021

	2021	2020
	KES	KES
Income		
Project Income	54,045,673	79,347,772
Other Income	298,421	297,212
Less: Direct Project Expenses	(34,175,863)	(52,767,491)
Expenditure		
Personnel Costs	13,772,877	17,142,792
Establishment Costs	3,371,729	3,949,091
Administrative Expenses	2,406,238	5,638,352
Depreciation & Amortisation	560,060	651,516
	20,110,904	27,381,751
Surplus (Deficit) for the Year	57,327	(504,259)

FINANCIALS



The foundation for a strengthened community.

Our goals:

Solve the gender inequality crisis primarily through a successful transition to a resource-efficient, women-empowered economy that better serves people and nature.

Secure protections for women, promote healthy ecosystems and communities, and fight for transformative leadership and governance.

Expand opportunities for more people to explore, enjoy, and protect the community by supporting programs and policies that reach across economic, cultural, and community lines to get gender balance.

Build a diverse, inclusive community that reflects and represents today's Kenyan women and the general public and prioritizes important connections between economic empowerment and social justice.

Women's Empowerment Link, WEL

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